

# MOZAMBIQUE

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JUNE 2016

## NATIONAL MINIMUM WAGES 2016 – 2017

Each year, the Mozambican Government readjusts the national minimum wages applicable to groups of employees whose working conditions justify guaranteeing their protection.

Ministerial Diploma 161/2007 of 31 December establishes, for purposes of setting national minimum wages, the following business sectors:

- Sector 1 – Agriculture, Livestock Farming, Hunting and Forestry;
- Sector 2 – Fisheries;
- Sector 3 – Mineral extraction industry;
- Sector 4 – Manufacturing industry;
- Sector 5 – Production and distribution industry;
- Sector 6 – Construction industry;
- Sector 7 – Non-financial services;
- Sector 8 – Financial activities, and
- Sector 9 – Public Administration, Defence and Security.

In turn, Article 108.5 of the Labour Law stipulates that “*the Government, after consultation with the Labour Advisory Committee, establishes the national minimum wage or wages.*” It must be noted that the Labour Advisory Committee was created by Decree 7/94 of 9 March, as amended by Decree-Law 2/2000 of 29 February.

Pursuant to the article referred to above, the Government approved the new national minimum wages, coming into effect on 26 May 2016 and with retroactive effects from 1 April 2016, published in Boletim da República (Gazette) number 56, I Series, Wednesday, 11 May 2016, in accordance with the following tables:

SECTOR 1 – MINISTERIAL DIPLOMA 26/2016, OF 11 MAY	
<b>Current Minimum Wage:</b> 3,298.00 MT (three thousand, two hundred and ninety-eight meticaís)	Previous Minimum Wage: 3,183.00 MT (three thousand, one hundred and eighty-three meticaís)
<b>Notes:</b> (i) The readjustment rate is <b>3.61%</b> ; (ii) Ministerial Diploma 68/2015, of 20 May that set the minimum wage in Sector 1 in 2015 repealed.	

SECTOR 3 – MINISTERIAL DIPLOMA 28/2016, OF 11 MAY	
<b>Current Minimum Wages:</b> (i) <b>6,213.67 MT (six thousand, two hundred and thirteen meticaís and sixty-seven cents)</b> for work in large enterprises; (ii) <b>4,907.17 MT (four thousand, nine hundred and seven meticaís and seventeen cents)</b> for work in quarries and sand pits; (iii) <b>4,476.00 MT (four thousand, four hundred and seventy-six meticaís)</b> for work on salt flats.	Previous Minimum Wages: (i) 5,643.34 MT (five thousand, six hundred forty-three meticaís and thirty-four cents); (ii) 4,539.05 MT (four thousand, five hundred and thirty-nine meticaís and five cents); (iii) 4,176.00 MT (four thousand, one hundred and seventy-six meticaís).
<b>Notes:</b> (i) The readjustment rates for work in large enterprises, work in quarries and sand pits and work on salt flats are <b>10.11%</b> , <b>8.11%</b> and <b>7.18%</b> , respectively; (ii) Ministerial Diploma 70/2015, of 20 May that set the minimum wage in Sector 3 in 2015 repealed.	

SECTOR 5 – MINISTERIAL DIPLOMA 30/2016, OF 11 MAY	
<b>Current Minimum Wages:</b> (i) <b>6,036.71 MT (six thousand, thirty-six meticaís and seventy-one cents)</b> for work in large enterprises; (ii) <b>5,421.77 MT (five thousand, four hundred and twenty-one meticaís and seventy-seven cents)</b> for work in small and medium-sized enterprises.	Previous Minimum Wages: (i) 5,402.14 MT (five thousand, four hundred and two meticaís and fourteen cents); (ii) 4,851.84 MT (four thousand, eight hundred and fifty-one meticaís and eighty-four cents).
<b>Notes:</b> (i) The readjustment rate in large enterprises and in small and medium-sized enterprises is of <b>11.75%</b> ; (ii) Ministerial Diploma 72/2015, of 20 May that set the minimum wage in Sector 5 in 2015 repealed.	

SECTOR 2 – MINISTERIAL DIPLOMA 27/2016, OF 11 MAY	
<b>Current Minimum Wages:</b> (i) <b>3,815.00 MT (three thousand, eight hundred and fifteen meticaís)</b> in industrial and semi-industrial maritime fisheries; (ii) <b>3,375.00 MT (three thousand three hundred and seventy-five meticaís)</b> in kapenta fisheries.	Previous Minimum Wages: (i) 3,500.00 MT (three thousand, five hundred meticaís) in industrial and semi-industrial maritime fisheries; (ii) 3,000.00 MT (three thousand meticaís) in kapenta fisheries.
<b>Notes:</b> (i) The readjustment rates in industrial and semi-industrial maritime fisheries, and kapenta fisheries are <b>9.00%</b> and <b>12.50%</b> , respectively; (ii) Ministerial Diploma 69/2015, of 20 May 2015 that set the minimum wage in Sector 2 in 2015 repealed.	

SECTOR 4 – MINISTERIAL DIPLOMA 29/2016, OF 11 MAY	
<b>Current Minimum Wages:</b> (i) <b>5,200.00 MT (five thousand two hundred meticaís)</b> for work in the Manufacturing Industry; (ii) <b>3,985.00 MT (three thousand, nine hundred and eighty-five)</b> , on an exceptional basis, for the Bakery Industry.	Previous Minimum Wages: (i) 4,815.00 MT (four thousand, eight hundred and fifteen meticaís); (ii) 3,790.00 MT (three thousand, seven hundred and ninety meticaís).
<b>Notes:</b> (i) The readjustment rates in the Manufacturing Industry and in the Bakery Industry are <b>8.00%</b> and <b>5.15%</b> , respectively; (ii) Ministerial Diploma 71/2015, of 20 May that set the minimum wage in Sector 4 in 2015 repealed.	

SECTOR 6 – MINISTERIAL DIPLOMA 31/2016, OF 11 MAY	
<b>Current Minimum Wage:</b> <b>4,886.74 MT (four thousand, eight hundred and eighty-six meticaís and seventy-four cents)</b>	Previous Minimum Wage: 4,483.25 MT (four thousand, four hundred and eighty-three meticaís and twenty-five cents)
<b>Notes:</b> (i) The readjustment rate is <b>9.00%</b> ; (ii) Ministerial Diploma 73/2015, of 20 May that set the minimum wage in Sector 6 in 2015 repealed.	

SECTOR 7 – MINISTERIAL DIPLOMA 32/2016, OF 11 MAY	
<b>Current Minimum Wage:</b> <b>5,050.00 MT (five thousand and fifty meticaís)</b>	<b>Previous Minimum Wage:</b> 4,676.00 MT (four thousand, six hundred and seventy-six meticaís)
<b>Notes:</b> (i) The readjustment rate is <b>8.00%</b> ; (ii) Ministerial Diploma 74/2015, of 20 May that set the minimum wage in Sector 7 in 2015 repealed.	

SECTOR 8 – MINISTERIAL DIPLOMA 33/2016, OF 11 MAY	
<b>Current Minimum Wages:</b> <b>(i) 8,750.00 MT (eight thousand, seven hundred and fifty) for work in Banks and Insurance Companies;</b> <b>(ii) 8,400.00 MT (eight thousand, four hundred meticaís) for work in Micro finance, Micro insurance and other activities auxiliary to financial intermediation.</b>	<b>Previous Minimum Wages:</b> (i) 8,050.00 MT (eight thousand and fifty meticaís); (ii) 7,800.00 MT (seven thousand and eight hundred meticaís).
<b>Notes:</b> (i) The readjustment rates in Banks and Insurance Companies and in Micro finance, Micro insurance and other activities auxiliary to financial intermediation are <b>8.70%</b> and <b>7.69%</b> , respectively; (ii) Ministerial Diploma 75/2015, of 20 May that set the minimum wage in Sector 8 in 2015 repealed.	

This newsletter was prepared by a multidisciplinary team made up of lawyers from TTA-Sociedade de Advogados and lawyers from PLMJ. This team was brought together under an agreement for international cooperation and membership of PLMJ International Legal Network, in strict compliance with applicable rules of professional ethics. This Newsletter is intended for general distribution to clients and colleagues and the information contained herein is provided as a general and abstract overview. It should not be used as a basis on which to make decisions and professional legal advice should be sought for specific cases. The contents of this Newsletter may not be reproduced, in whole or in part, without the express consent of the author. If you should require further information on this topic, please send an email to [tta.geral@tta-advogados.com](mailto:tta.geral@tta-advogados.com).

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